AMENDMENTS TO THE CLAIMS

1   1.   (Currently Amended) A guidance ~~process~~ method of maintaining goals in

2   a system with at least first and second goal types so as to promote goal alignment, the

3   guidance ~~process~~ method comprising:

4   providing a first rule for relationships between goals of the first goal type;

5   providing a second rule for relationships between goals of the first goal

6   type and goals of the second goal type; and

7   determining content for a user interface, based on the first and second

8   rules, such that the content ~~facilitates goal alignment~~ directs a user of the user interface in

9   generation of content of a secondary goal of the second goal type that causes alignment

10   of the secondary goal with the primary goal of the first goal type.

1   2.   (Currently Amended) The method of Claim 1, further comprising:

2   activating a wizard ~~that facilitates goal modification~~, wherein:

3   determining content for the user ~~interfaces~~ interface comprises

4   automatically customizing content for a screen capable of being displayed by the wizard,

5   based on at least one of the first rule and the second rule, to direct the user of the user

6   interface in the generation of the content of the secondary goal that results in alignment

7   of the secondary goal with the primary goal.

1   3.   (Currently Amended) The method of Claim 2, further comprising:

2   activating the wizard in response to a request from a user to modify [[a]]

3   the secondary goal;

4   prompting the user to select a team to be associated with the secondary

5   goal from a drop-down list of teams; and

6   prompting the user to select a parent goal for the secondary goal from a

7   list showing all team goals linked to the selected team.

1   4.   (Currently Amended) The method of Claim 3, further comprising:

2   in response to modification of the secondary goal, automatically

3   determining whether a child goal exists for the secondary goal; and

4   in response to determining that the child goal does exist, automatically

5   flagging the child goal to cause a user interface for an owner of that child goal to indicate

6   that the child goal should be checked for alignment.

1   5.   (Original)   The method of Claim 4, further comprising:

2   determining that the owner has verified the alignment of the child goal;

3   and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   6.   (Currently Amended) The method of Claim 5, wherein determining

2   content for <u>the</u> user ~~interfaces~~ <u>interface</u> comprises automatically flagging the <u>secondary</u>

3   goal for supervisory approval in response to determining that the user has a supervisor.

1   7.   (Currently Amended) The method of Claim 6, wherein determining

2   content for <u>the</u> user ~~interfaces~~ <u>interface</u> comprises:

3   populating objects for a graphical user interface with alignment

4   information and warnings; and

5   providing connections to tools for checking alignment.

1   8.   (Original)   The method of Claim 7, wherein populating objects for a

2   graphical user interface with alignment information and warnings comprises specifying

3   an appearance for at least one of a manager warning object, a feedback warning object,

4   and an alignment warning object.

1   9.   (Original)   The method of Claim 8, wherein specifying an appearance

2   for at least one of a manager warning object, a feedback warning object, and an

3   alignment warning object comprises highlighting the alignment warning object in

4   response to determining that the parent goal has been modified.

1   10.   (Currently Amended) The method of Claim 8, wherein specifying an

2   appearance for at least one of a manager warning object, a feedback warning object, and

3   an alignment warning object comprises highlighting the manager warning object in

4 response to determining that a supervisor has provided feedback pertaining to the

5 secondary goal.

1   11.   (Original)   The method of Claim 7, wherein:

2   providing connections to tools for checking alignment comprises

3 providing an alignment warning object; and

4   the method further comprises displaying an interface for viewing the

5 parent goal, in response to selection of the alignment warning object.

1   12.   (Currently Amended) The method of Claim 7, wherein determining

2 content for the user ~~interfaces~~ interface further comprises providing an evaluation status

3 object that indicates whether a supervisor has evaluated the secondary goal.

1   13.   (Currently Amended) The method of Claim 12, wherein determining

2 content for the user ~~interfaces~~ interface further comprises providing an evaluation

3 summary object that reflects evaluation results relating to at least one of importance and

4 effectiveness of the secondary goal.

1   14.-55. (Canceled)

1   56.   (New) The method of Claim 1 wherein generation of content of a

2 secondary goal of the second goal type that causes alignment of the secondary goal with

3 the primary goal of the first goal type comprises generation of the content of the

4 secondary goal that results in realization of at least part of the primary goal.

1   57.   (New) A computer system comprising:

2 a processor; and

3 a memory, coupled to the processor, having code stored therein and executable by

4   the processor for:

5   providing a first rule for relationships between goals of the first goal type;

6   providing a second rule for relationships between goals of the first goal

7   type and goals of the second goal type; and

8	determining content for a user interface, based on the first and second
9	rules, such that the content directs a user of the user interface in
10	generation of content of a secondary goal of the second goal type
11	that causes alignment of the secondary goal with the primary goal
12	of the first goal type.

1	58. (New) The computer system of Claim 57 wherein the code is further
2	configured for:
3	activating a wizard; and
4	wherein the code for determining content for a user interface is further configured
5	for automatically customizing content for a screen capable of being
6	displayed by the wizard, based on at least one of the first rule and the
7	second rule, to direct the user of the user interface in the generation of the
8	content of the secondary goal that results in alignment of the secondary
9	goal with the primary goal.

1	59. (New) The computer system of Claim 58 wherein the code is further
2	configured for:
3	activating the wizard in response to a request from a user to modify the secondary
4	goal;
5	prompting the user to select a team to be associated with the secondary goal from
6	a drop-down list of teams; and
7	prompting the user to select a parent goal for the secondary goal from a list
8	showing all team goals linked to the selected team.

1	60. (New) The computer system of Claim 59 wherein the code is further
2	configured for:
3	in response to modification of the secondary goal, automatically determining
4	whether a child goal exists for the secondary goal; and
5	in response to determining that the child goal does exist, automatically flagging
6	the child goal to cause a user interface for an owner of that child goal to
7	indicate that the child goal should be checked for alignment.

1   61.   (New) The computer system of Claim 60 wherein the code is further

2   configured for:

3   determining that the owner has verified the alignment of the child goal; and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   62.   (New) The computer system of Claim 61 wherein the code for

2   determining content for the user interface is further configured for automatically flagging

3   the secondary goal for supervisory approval in response to determining that the user has a

4   supervisor.

1   63.   (New) The computer system of Claim 62 wherein the code for

2   determining content for the user interface is further configured for:

3   populating objects for a graphical user interface with alignment information and

4   warnings; and

5   providing connections to tools for checking alignment.

1   64.   (New) The computer system of Claim 63 wherein the code for populating

2   objects for a graphical user interface with alignment information and warnings is further

3   configured for specifying an appearance for at least one of a manager warning object, a

4   feedback warning object, and an alignment warning object.

1   65.   (New) The computer system of Claim 64 wherein the code for specifying

2   an appearance for at least one of a manager warning object, a feedback warning object,

3   and an alignment warning object is further configured for highlighting the alignment

4   warning object in response to determining that the parent goal has been modified.

1   66.   (New) The computer system of Claim 64 wherein the code for specifying

2   an appearance for at least one of a manager warning object, a feedback warning object,

3   and an alignment warning object comprises is further configured for highlighting the

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4   manager warning object in response to determining that a supervisor has provided

5   feedback pertaining to the secondary goal.

1   67.   (New) The computer system of Claim 63 wherein the code is further

2   configured for:

3   providing connections to tools for checking alignment comprises providing an

4   alignment warning object; and

5   the code is further configured for displaying an interface for viewing the parent

6   goal, in response to selection of the alignment warning object.

1   68.   (New) The computer system of Claim 63 wherein the code for

2   determining content for the user interface is further configured for providing an

3   evaluation status object that indicates whether a supervisor has evaluated the secondary

4   goal.

1   69.   (New) The computer system of Claim 68 wherein the code for

2   determining content for the user interface is further configured for providing an

3   evaluation summary object that reflects evaluation results relating to at least one of

4   importance and effectiveness of the secondary goal.

1   70.   (New) The computer system of Claim 56 wherein generation of content of

2   a secondary goal of the second goal type that causes alignment of the secondary goal with

3   the primary goal of the first goal type comprises generation of the content of the

4   secondary goal that results in realization of at least part of the primary goal.

1   71.   (New) A computer program product comprising code stored therein and

2   executable by a processor, wherein the code is configured for:

3   providing a first rule for relationships between goals of the first goal type;

4   providing a second rule for relationships between goals of the first goal type and

5   goals of the second goal type; and

6   determining content for a user interface, based on the first and second rules, such

7   that the content directs a user of the user interface in generation of content

8   of a secondary goal of the second goal type that causes alignment of the

9   secondary goal with the primary goal of the first goal type.

1   72.   (New) The computer program product of Claim 57 wherein the code is

2 further configured for:

3   activating a wizard; and

4   wherein the code for determining content for a user interface is further configured

5   for automatically customizing content for a screen capable of being

6   displayed by the wizard, based on at least one of the first rule and the

7   second rule, to direct the user of the user interface in the generation of the

8   content of the secondary goal that results in alignment of the secondary

9   goal with the primary goal.

1   73.   (New) The computer program product of Claim 58 wherein the code is

2 further configured for:

3   activating the wizard in response to a request from a user to modify the secondary

4   goal;

5   prompting the user to select a team to be associated with the secondary goal from

6   a drop-down list of teams; and

7   prompting the user to select a parent goal for the secondary goal from a list

8   showing all team goals linked to the selected team.

1   74.   (New) The computer program product of Claim 59 wherein the code is

2 further configured for:

3   in response to modification of the secondary goal, automatically determining

4   whether a child goal exists for the secondary goal; and

5   in response to determining that the child goal does exist, automatically flagging

6   the child goal to cause a user interface for an owner of that child goal to

7   indicate that the child goal should be checked for alignment.

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1   75.   (New) The computer program product of Claim 60 wherein the code is

2   further configured for:

3   determining that the owner has verified the alignment of the child goal; and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   76.   (New) The computer program product of Claim 61 wherein the code for

2   determining content for the user interface is further configured for automatically flagging

3   the secondary goal for supervisory approval in response to determining that the user has a

4   supervisor.

1   77.   (New) The computer program product of Claim 62 wherein the code for

2   determining content for the user interface is further configured for:

3   populating objects for a graphical user interface with alignment information and

4   warnings; and

5   providing connections to tools for checking alignment.

1   78.   (New) The computer program product of Claim 63 wherein the code for

2   populating objects for a graphical user interface with alignment information and warnings

3   is further configured for specifying an appearance for at least one of a manager warning

4   object, a feedback warning object, and an alignment warning object.

1   79.   (New) The computer program product of Claim 64 wherein the code for

2   specifying an appearance for at least one of a manager warning object, a feedback

3   warning object, and an alignment warning object is further configured for highlighting

4   the alignment warning object in response to determining that the parent goal has been

5   modified.

1   80.   (New) The computer program product of Claim 64 wherein the code for

2   specifying an appearance for at least one of a manager warning object, a feedback

3   warning object, and an alignment warning object comprises is further configured for

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4   highlighting the manager warning object in response to determining that a supervisor has

5   provided feedback pertaining to the secondary goal.

1   81.   (New) The computer program product of Claim 63 wherein the code is

2   further configured for:

3   providing connections to tools for checking alignment comprises providing an

4   alignment warning object; and

5   the code is further configured for displaying an interface for viewing the parent

6   goal, in response to selection of the alignment warning object.

1   82.   (New) The computer program product of Claim 63 wherein the code for

2   determining content for the user interface is further configured for providing an

3   evaluation status object that indicates whether a supervisor has evaluated the secondary

4   goal.

1   83.   (New) The computer program product of Claim 68 wherein the code for

2   determining content for the user interface is further configured for providing an

3   evaluation summary object that reflects evaluation results relating to at least one of

4   importance and effectiveness of the secondary goal.

1   84.   (New) The computer program product of Claim 71 wherein generation of

2   content of a secondary goal of the second goal type that causes alignment of the

3   secondary goal with the primary goal of the first goal type comprises generation of the

4   content of the secondary goal that results in realization of at least part of the primary

5   goal.